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ABSTRACT

Thirteen parishes in Central Louisiana were surveyed (1) to identify nonfarm agricultural business and professional organizations having 1 or more job titles requiring knowledge or skill in agricultural subjects and (2) to determine entry-level job qualifications. One hundred thirty-nine agricultural business and professional organizations were categorized in 8 major occupational families, and information was gathered pertaining to number of employees, average age of employees, median monthly salary, educational level desired by employers, residential background and farm experience of employees, and agricultural areas with which prospective employees must be familiar. Conclusions and recommendations are presented to assist school administrators, counselors, and agricultural instructors in adjusting programs of vocational agriculture to meet the needs of students who aspire to jobs in nonfarm agriculture. (JH)

OCCUPATIONAL OPPORTUNITIES AND TRAINING NEEDS OF YOUTH FOR NONFARM AGRICULTURAL JOBS IN ALEXANDRIA-PINEVILLE AREA

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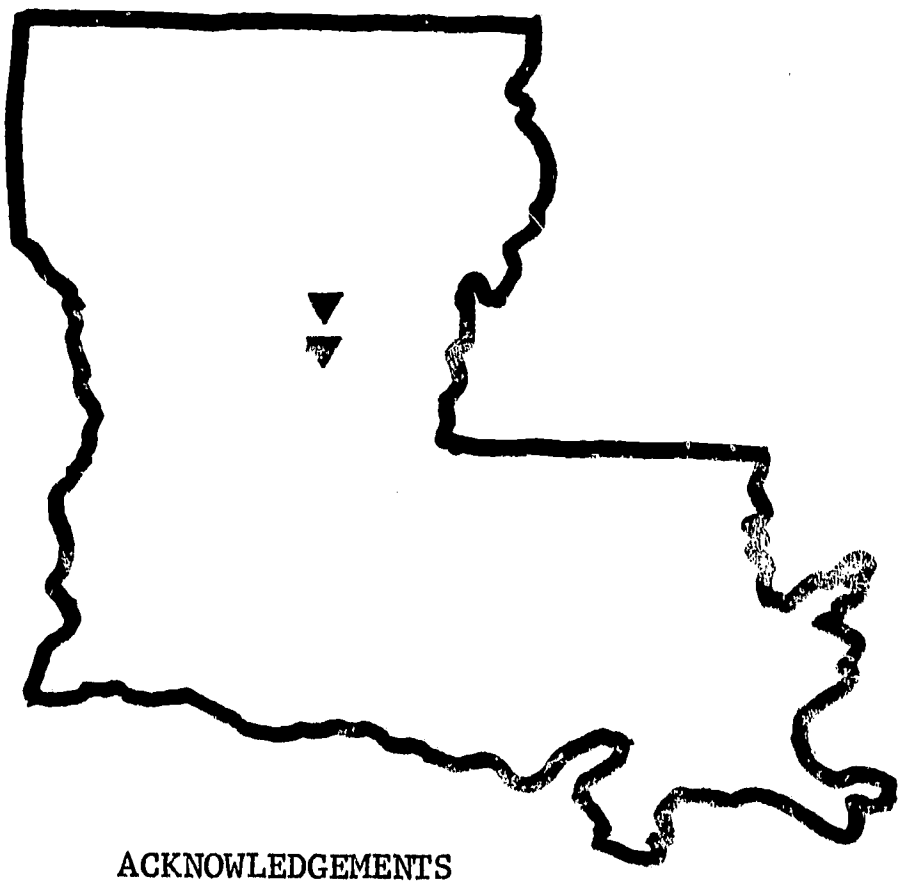
PREFACE

Rural boys, excluding those with ability and resources to farm, migrate to find jobs. Where jobs are sought in urban areas, they compete with urban youth more competitively trained, except for the jobs in nonfarm agriculture where the farm boy has a built-in advantage because of his farm experiences, providing such experiences are supplemented with training in agricultural subjects required for a particular job.

This REPORT is part of a state-wide study designed to locate and identify by title jobs in nonfarm agriculture, along with a description of such jobs including knowledge and skill needed for job entry. Information presented is intended primarily for school administrators, counselors, and agricultural instructors who plan adjustments in programs of vocational agriculture necessary to meet the needs of students who aspire to jobs in nonfarm agriculture.



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Invaluable aid towards making the Alexandria-Pineville survey was extended to University researchers by the Division of Employment Security and officials of the Alexandria-Pineville Chamber of Commerce.

Great appreciation is expressed to the 139 businesses and agencies cooperating in the Survey.

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OCCUPATIONAL OPPORTUNITIES AND TRAINING NEEDS OF YOUTH FOR NONFARM AGRICULTURAL JOBS IN ALEXANDRIA-PINEVILLE AREA

by

C. L. Mondart, Sr.,* and C. M. Curtis**

Introduction

The Alexandria-Pineville trade territory comprises thirteen Central Louisiana Parishes. It is a large rural area in which the production of farm crops, livestock, and timber make up a very substantial segment of the economy. In 1960 the population of the area was approximately 366,000. Of this number 48,000 were living on an estimated 18,000 farm units under separate management.

Youth who remain in the area look to agriculture for employment. There are approximately 85 high schools offering agricultural instruction to more than 4,000 rural boys. The instruction is geared principally to the farm production interests of youth and adults, with the goal of training present and prospective farmers for proficiency in farming occupations.

Limiting instruction for agricultural occupations to the work of the farm no longer meets the needs of all rural youth, even though farm production is, and will continue to be a forceful influence in the area.

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Largely because of advancing technology and automation, drastic changes are occurring in agriculture. Much of the traditional work once performed on the farm is now done in towns and cities where numerous and varied divisions of agriculture have developed to process and market the products of the farm, along with servicing the production needs of the farmers. A marked decline in numbers of farms and people living on farms parallels this movement, although actual total farm production continues to maintain high levels.

In 1935, the Alexandria-Pineville area contained 40,000 farms. In 1959 this number had decreased to 18,000. The drop in farm population was even more startling--in 1945 it was 122,000, while in 1960 only 48,000 lived on farms.

Many farm migrants undoubtedly settle in Alexandria-Pineville where job opportunities are available, many in specialized establishments organized to serve farmers and handle their products. The rapid growth of the "twin-cities" was helped by this action--population increased from 26,000 in 1930 to 50,000 in 1963, while population in the Parish (Rapides) spiraled from 65,000 to 119,000.

The movement towards fewer but larger farms is expected to continue. Soon, if not at the present time, more farm boys will be of work age than can possibly find employment opportunities in farming. These opportunities will further decrease following more farm consolidation, increasing capital requirements of farming, and technological advances that reduce the need for human energy on the farm.

Faced with the problem of fewer opportunities to farm--about 350 farms now change management in the area each year--and the increase in nonfarm agricultural occupational opportunities, the educational pattern for rural

boys must be reshaped to prepare students to meet a whole set of emerging conditions. Not only must a boy compete with graduates from his own community, but he may be forced to migrate to Alexandria-Pineville, or some other more distant center and compete for a job with more competitively trained urban graduates.

The National Vocational Education Act of 1963, Public Law 88-210, places new emphasis on occupations where employment opportunities are expanding in off-farm agriculture, to supplement traditional farmer training now in process.

Before a more comprehensive program can be arranged, it was considered necessary to determine actual employment in farm-based establishments, along with the required knowledge and skill in agricultural subjects which affect entry in jobs where satisfactory performance depends upon training in agriculture. Once this information is known, then program changes can be made to reflect job opportunities discovered, together with training required.

In the absence of this information, a survey of the seven metropolitan areas of the State was made in a effort to develop a large-scale picture of employees and their qualifications found in all establishments considered a part of the agricultural complex.

Purpose of Study

The Alexandria-Pineville survey is a part of the State Survey, inasmuch as the "twin cities" is one of the seven metropolitan areas.

The principal purpose of the survey was to identify nonfarm agricultural business and professional organizations having one or more job titles requiring knowledge or skill in agricultural subjects, and to obtain specific job qualifications, including training in agriculture associated with job entry.

Funds granted to the University by the Board of Liquidation of the State Debt were used to finance the survey.

The overall objective of the study was to provide those engaged in education with a knowledge of present and emerging agricultural occupations, other than farming and ranching, for which instruction in vocational agriculture should be available in public schools.

For purposes of this research, an agricultural occupation, other than farming and ranching, refers to one for which workers need competencies in one or more of the primary areas of plant and animal science, agricultural business management and marketing, and agricultural mechanization.

To make a determination involving extensive changes in high school programs of vocational agriculture, it was assumed that the following information had to be gathered:

1. Number of employees in each and all agricultural business firms or organizations, together with employee identification according to job title held, and

2. Competencies needed in agricultural subjects or skills required for job entry and advancement, and

3. Special characteristics of all job titles such as salary or wages, entry age, required formal education and experiences, legal restrictions and union regulations, licensing and certification, and a description of work performed by workers within a particular job title.

Survey Procedure

The population surveyed in Alexandria-Pineville contained all nonfarm agricultural businesses and organizations located within the immediate metropolitan area comprising the twin-cities.

Alexandria and Pineville--commonly called the crossroads of Louisiana--are situated on opposite banks of the Red River and together occupy the geographic center of the State. Workers in the two centers in nonfarm establishments approximate 14,000, with about 3,500 of this number employed

in manufacturing. More than 100 manufacturers are located in the immediate vicinity. Agricultural products such as timber, livestock and dairying, sugar cane, cotton, corn and soybeans make up a major source of raw products for these plants. Non-manufacturing concerns are engaged in supplying services to both farmers and non-farmers.

A comprehensive list of agriculturally oriented firms and organizations was developed for the Alexandria-Pineville community and refined to include only those most likely to have one or more employees with knowledge or skill in agricultural subjects. This action was supported by information obtained from the Yellow Pages of the local Southern Bell Telephone Directory, the several trade associations, records of the Alexandria-Pineville Chamber of Commerce, and the local Division of Employment Security.

Endorsement of the proposal to survey these establishments was extended by the Agricultural Committee of the Alexandria-Pineville Chamber of Commerce. Officials of the Chamber advised each establishment by letter of such endorsement. A letter explaining the purpose of the survey was directed to each establishment by the Dean of the College of Agriculture, Louisiana State University. Support of the survey was given by the local newspaper, the Alexandria Daily Town Talk, and both broadcasting companies, Alexandria Broadcasting Company and Dixie Broadcasting Service.

A group of prospective interviewers was recruited by the local Division of Employment Security. These were screened and six were employed* and trained by University personnel to make the survey. These surveys were made over a 10-day period under University supervision, using facilities of the local Employment Security office as a base of operations.

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* See Appendix B

Each interviewer was assigned a group of firms to contact and arrange with management an acceptable day and hour for a personal interview. There were no refusals--information obtained by the interviewer from the interviewee was recorded, using a schedule* developed for statewide use.

A total of 139* establishments cooperated in the survey--100 per cent of those having employees with knowledge or skill in agricultural subjects. These organizations employed 3,048 workers--913 were required to have training in agriculture.

Treatment of Survey Information

Information supplied by the 139 farm-based firms surveyed was organized under three general categories for purposes of presentation: 1) Occupational families, 2) Classification of job titles into levels of employment and training required in agricultural subjects, and 3) Special requirements for job entry.

Occupational families selected were patterned after those adopted for use throughout the country where similiar studies are underway--they are Farm Machinery Sales and Service; Farm Supplies and Equipment; Livestock and Poultry; Crops, Forestry and Soil Conservation; Ornamental Horticulture; Wildlife and Recreation; Farm Services; and Agricultural Services. Total numbers of employees requiring training in agricultural subjects were determined for each job title in all eight occupational families.

Job titles found were classified according to levels of employment, ranging from a high to a low grade performance including Professional; Technical; Managerial; Supervisory; Sales; Office; Skilled; Semi-Skilled;

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* See Appendix C
* See Appendix A

and Unskilled. For the occupational families and each level of employment, information was tabulated showing: age for entry, monthly salary or wage, and the number of employees needing knowledge or skill in each of the subject matter areas of agriculture: Crops, Livestock, Management and Mechanics.

Employment requirements found and considered specific for each occupational family were determined according to each job level. They are education, residential background, farm experience, and continuing education required for advancement after employment.

This Report is made in an attempt to define the scope of occupational opportunities in nonfarm agriculture available within the Alexandria-Pineville business and professional complex, with special regard to training that must be offered at the high school level if youth is to be provided with the background required for entering agricultural occupations performed off-the-farm.

Tabular forms, and the schedule used in the study, were designed in cooperation with researchers from other states undertaking studies seeking to obtain comparable information.

Presentation and Analysis of Survey Information

Occupational Families

A total of 139 agricultural business and professional organizations were included in the Alexandria-Pineville survey. The initial list contained more than this number; however, after beginning the survey it was learned that several establishments listed had no employees with competencies in agriculture; hence, those were omitted. Since there were no refusals to cooperate, 100 per cent of those considered pertinent to the study were included in the survey. All of these were categorized in one of the appropriate eight major occupational families.

Farm Machinery Sales and Service	Farm Machinery and Equipment Dealer
Farm Supplies and Equipment	Fence Company Wholesale Distributing Company Feed and Seed Store Building Supply Store Hardware Store Department Store Dime Store Drug Store Agricultural Chemicals Dealer Dairy Farm Equipment Dealer La. Agricultural Cooperative Fertilizer Company
Livestock and Poultry	Livestock Auction Barn Poultry By-Products Company Poultry and Egg Processing Plant Creamery Milk Distributorship Packing Plant Grocery Store Slaughter House Dairy Products Company
Crops, Forestry, and Soil Conservation	Paper Company Cotton Products Company Cotton Gin Creosoting Company Cotton Division, Agri. Mkt. Service Forestry Experiment Station Fruit Stand Forestry Consulting Firm Produce Company Fruit Market Louisiana Forestry Commission Forest Service Tree Service Company
Ornamental Horticulture	Nursery
Wildlife and Recreation	Louisiana Wildlife and Fishery Commission City Park Golf Course

Farm Service

Insurance Company
Research Consulting Firm
Real Estate Company
Building Contractor
Electric Power Supplier
Pest Exterminating Company
Farm Bureau
Welding Company
Machine Shop
Plant Pest Control Division (USDA)

Agricultural Service

Vocational Agricultural Teacher
Agricultural Extension Service
Veterinary Hospital
Soil Conservation Service
Agricultural Stablizer and Conservation Agency
State Agricultural Market Commission
Bank--Commercial
Bank--Federal Land Bank Association
Federal Home Administration
Water Shed Conservation Office

TABLE I

NUMBER OF AGRICULTURAL BUSINESSES, INDUSTRIES, AND AGENCIES GROUPED BY OCCUPATIONAL FAMILY, 1964

Occupational Family	Number
Farm Machinery, Sales and Service	4
Farm Supplies and Equipment	43
Livestock and Poultry Industries	19
Crops, Forestry, and Soil Conservation	16
Ornamental Horticulture	12
Wildlife and Recreation	1
Farm Service	29
Agricultural Service	15
Total	139

Nonfarm agricultural business activity in the Alexandria-Pineville locality follows a common pattern for all business-there is a concentration of firms and agencies providing services.

There were relatively few concerns actually engaged in manufacturing farm products into consumable commodities. Over 50 per cent could be

classified under two occupational families: 1) Farm Supplies and Equipment, and 2) Farm Service Occupations. The location in Alexandria of a number of Federal agencies helped to swell numbers providing agricultural services.

The rank of occupational families according to number of establishments was as follows:

1) Farm Supplies and Equipment
2) Farm Service
3) Livestock and Poultry Industries
4) Crops, Forestry, and Soil Conservation
5) Agricultural Service
6) Ornamental Horticulture
7) Farm Machinery Sales and Service
8) Wildlife and Recreation

There was no recognizable pattern followed by all establishments as to a major product or service emphasized for the Area, with the exception of farm and agricultural services.

Number Employed in Nonfarm Agriculture

The number of workers employed in the 139 firms and agencies surveyed, together with those having competencies in agriculture, is shown by occupational family in Table II.

TABLE II

NUMBER OF PERSONS EMPLOYED IN AGRICULTURAL BUSINESSES, INDUSTRIES AND AGENCIES, AND NUMBER OF EMPLOYEES HAVING AGRICULTURAL COMPETENCIES, BY OCCUPATIONAL FAMILY

Occupational Family	Total Number of Employees	Employees Having Agricultural Competencies	
		Current Employment	Expected Employment Five Years Hence
Farm Machinery Sales and Service	55	48	48
Farm Supplies and Equipment	1,321	146	155
Livestock and Poultry	442	141	155
Crops, Forestry, and Soil Conservation	315	237	246
Ornamental Horticulture	92	77	88
Wildlife and Recreation	11	6	6
Farm Service	687	159	178
Agricultural Service	125	99	99
Total	3,048	913	975

A total of 3,048 persons were employed in Alexandria-Pineville by firms and agencies making up the agricultural complex; of these 913, or 32 per cent, were required to have knowledge or skill in agricultural subjects--five years hence the number will expand to 975.

More than one-half of those employed were engaged in giving some type of farm or agricultural service. Occupational families, when ranked according to number of workers, appeared as follows:

1) Farm Supplies and Equipment
2) Farm Service
3) Livestock and Poultry
4) Crops, Forestry, and Soil Conservation
5) Agricultural Service
6) Ornamental Horticulture
7) Farm Machinery Sales and Service
8) Wildlife and Recreation

The number of workers with agricultural competencies in each occupational family had no particular relation to total employment, rather, the

work performed by firms within a family appeared to exert more influence on proportion of workers needing agricultural knowledge or skill.

Assuming that rank of occupational families, according to numbers of workers required to have agricultural competencies, indicated outlook in agricultural occupational opportunities to youth, the eight families ranked in the following order:

1) Crops, Forestry, and Soil Conservation
2) Farm Service
3) Farm Supplies and Equipment
4) Livestock and Poultry
5) Agricultural Service
6) Ornamental Horticulture
7) Farm Machinery Sales and Service
8) Wildlife and Recreation

Only three of the occupational families were not expected to grow in number of employees trained in agricultural subjects: 1) Farm Machinery Sales and Service, 2) Wildlife and Recreation, and 3) Agricultural Service. The other five families plan the addition of 62 workers over the coming five year period--an increase of some 7 per cent.

Growth will occur most in families covering livestock and poultry; and crops, forestry, and soil conservation. This is a logical expectation since the Area has great potential in these segments of agricultural production, while soil conservation will continue to be of concern to all.

Job Titles According to Occupational Families and Levels of Employment

The 913 workers serving in an agricultural capacity in the 139 establishments surveyed held 224 different job titles, ranging in performance from the level of laborer to professional status.

Table III shows the number of job titles by occupational families.

TABLE III

NUMBER OF JOB TITLES IN AGRICULTURAL OCCUPATIONS OTHER THAN FARMING, BY OCCUPATIONAL FAMILY

Occupational Family	Number of Job Titles	Number of Job Titles Five Years Hence
Farm Machinery, Sales and Service	13	17
Farm Supplies and Equipment	43	49
Livestock and Poultry	26	27
Crops, Forestry, and Soil Conservation	55	55
Ornamental Horticulture	8	12
Wildlife and Recreation	2	2
Farm Service	43	56
Agricultural Service	34	34
Total	224	252

A detailed breakdown of job titles is shown for each of the eight occupational families, together with the number of workers in each title found in the survey.

OCCUPATIONAL FAMILY	LEVEL OF EMPLOYMENT AND JOB TITLES	NUMBER OF WORKERS
Farm Machinery Sales and Services	Professional	0
	Technical	0
	Managerial	
	Manager	4
	Assistant Manager	2
	Parts Manager	2
	Office Manager	2
	Supervisory	
	Shop Foreman	4
	Parts Foreman	1
	Sales	
	Salesman	8
	Office	
	Skilled	
	Mechanic	10
	Parts Man	3
	Truck Mechanic	4
	Farm Equipment Mechanic	3
	Semi-Skilled	
	Assemblyman	3
	Truck Driver	1
	Unskilled	
	Porter	1

Farm Supplies and Equipment

Professional	
Plant Breeder	1
Forester	1
Engineer	1
Technical	
Seed Analyzer	1
Lumber Grader	1
Managerial	
General Manager	3
Manager	36
Assistant Manager	5
Vice-President	4
Office Manager	4
President	5
Secretary-Treasurer	1
Sales Manager	7
Production Manager	1
Supervisory	
Mill Foreman	4
Woods Foreman	2
Department Supervisor	1
Superintendent	1
Foreman, Supervisor	1
Plant Supervisor	1
Production Supervisor	1
Warehouse Supervisor	1
Seed Dryer Supervisor	1
Sales	
Salesman	25
Sales Clerk	4
Sales Girl	3
Outside Salesman	5
Telephone Salesman	2
Pharmacutical Buyer	1
Lumber Buyer	1
Office	
Bookkeeper	2
Shipping Clerk	3
Receiving Clerk	1
Accountant	1
Skilled	
Estimator	1
Serviceman	1
Semi-Skilled	
Assistant Seed Dryer	1
Unskilled	
Installation Man	3
Warehouseman	4
Porter	2
Delivery Man	1
Warehouse Assistant	1

Livestock and Poultry		
	Professional	0
	Technical	
	Cattle Buyer	2
	Managerial	
	Manager	19
	President	2
	Sales Manager	2
	Procurement Manager	1
	Assistant Manager	8
	Production Manager	1
	Supervisory	
	Foreman	5
	Shift Supervisor	2
	Route Supervisor	1
	Processing Foreman	1
	Superintendent	1
	Plant Supervisor	1
	Sales	
	Sales Clerk	3
	Salesman	4
	Buyer	7
	Office	
	Shipping Clerk	3
	Skilled	
	Livestock Handler	8
	Stockman	16
	Processor (poultry)	24
	Smoker	4
	Carpenter	1
	Meat Cutter	9
	Processor (beef)	2
	Semi-Skilled	
	Candler and Grader	4
	Yardman	12
Crops, Forestry, and Soil Conservation		
	Professional	
	Area Forester Superintendent	2
	District Forest Superintendent	1
	Unit Forester	1
	Agri-Commodity Supervisor	1
	Asst. Commodity Supervisor	1
	Research Forester	11
	Range Conservationist	8
	Soil Scientist	1
	Entomologist	3
	Plant Physiologist	1
	Mechanical Engineer	1
	Forester	11
	Technical	
	Forest Technician	1
	Treating Technician	2
	Forest Ranger	16

	Managerial	
	Manager	16
	Assistant Manager	2
	Business Manager	1
	General Manager	1
	Office Manager	17
	Production Manager	2
	Plant Manager	1
	Gin Manager	8
	President	1
	Supervisory	
	Woodyard Foreman	1
	Gin Superintendent	1
	Mill Superintendent	1
	Plant Superintendent	1
	Maintenance Foreman	1
	Repair Shop Foreman	1
	General Superintendent of Mills	1
	Sales	
	Buyer	3
	Seed Buyer	5
	Salesman	11
	Office	
	Seed Checker & Weigher	1
	Secretary	1
	Shipping Clerk	2
	Skilled	
	Gin Operator	6
	Stand Man	8
	Forest Farmer	8
	Cabinet Maker	1
	Radio Operator	1
	Mechanic	5
	Heavy Equipment Operator	3
	Parts Man	1
	Look-out Man	7
	Semi-Skilled	
	Fire Guard	7
	Tractor Operator	4
	Packer-Shipper	2
	Forest Fireman	13
	Forest Towerman	5
	Maintenance Helper	5
	Unskilled	
	Laborer	17
	Woods Crew	3
	Trade Helper	1
Ornamental Horticulture		
	Professional	0
	Technical	0
	Managerial	
	Manager	14
	Assistant Manager	9
	Supervisory	
	Nursery Foreman	1

	Sales	0
	Office	0
	Skilled	
	Propogator	3
	Semi-Skilled	0
	Unskilled	
	Nursery Laborer	35
	Nursery Helper	9
	Landscape Laborer	5
	Yardman	1
Wildlife and Recreation		
	Professional	
	Biologist	1
	Technical	0
	Managerial	0
	Supervisory	
	Area Supervisor	5
	Sales	0
	Office	0
	Skilled	0
	Unskilled	0
Farm Service		
	Professional	
	Work Unit Supervisor	1
	Agricultural Engineer	4
	Entomologist	1
	County Supervisor	1
	State Director	1
	Administration Officer	1
	Engineer	1
	Loan Specialist	1
	Loan Specialist Assistant	1
	Farm Management Officer	2
	Loan Officer	1
	Technical	
	Service Technician	14
	Airplane Pilot	2
	Artificial Inseminator	1
	Management Technician	1
	Plant Covered Technician	1
	Milk Technician	2
	Breeding Technician	1
	Managerial	
	Manager	26
	District Manager	1
	Assistant Manager	1
	Supervisory	
	Machinist Foreman	2
	Service Supervisor	1
	Foreman	4
	Sales	
	Salesman	9
	Insurance Salesman	4

	Office	
	Secretary	2
	Bookkeeper	1
	Office Clerk	1
	Skilled	
	Pest Treator	2
	Machine Operator	10
	Welder	14
	Well-Service Man	3
	Pest-Control Serviceman	3
	Well Driller	2
	Mechanic	7
	Pest-Control Operator	4
	Carpenter	8
	Termite Man	2
	Semi-Skilled	
	Welder Helper	2
	Scout II	1
	Well-Driller Helper	2
	Painter	4
	Machinist Helper	6
	Unskilled	0
Agricultural Service		
	Professional	
	Veterinarian	4
	Senior Counselor	1
	Counselor	8
	Instructor	2
	Vocational Agri. Teacher	2
	State Administration Officer	1
	Soil Conservationist	10
	Soil Scientist	7
	Agricultural Engineer	1
	Civil Engineer	7
	Biologist	1
	Forester	1
	County Manager	1
	Party Leader	1
	Agricultural Economist	1
	Hydraulic Engineer	2
	Geologist	1
	Technical	
	Draftsman	1
	Conservation Technician	1
	Civil Engineer Technician	2
	Managerial	
	Administration Officer	3
	President	1
	Vice-President	5
	Loan-Officer	1
	Supervisory	0
	Sales	0

Office	
Clerks	8
Stenographer	9
Chief Clerk	1
Conservation Program Clerk	1
Allotments Program Clerk	1
Soil Bank Clerk	1
Counter Clerk	1
Bookkeeper	1
Administrative Clerk	1
Skilled	
Auto Mechanic	1
Surveyor	4
Semi-Skilled	
Veterinarian Helper	3
Kennel Helper	2
Unskilled	0

It was quite obvious that nonfarm agriculture in Alexandria-Pineville contained a number and variety of distinct jobs for which rural youth could prepare and aspire.

Practically all of the eight occupational families provided job titles in a sufficient quantity to challenge the occupational interests of rural youth, even though interest by the individual may be focused upon a particular segment of nonfarm agriculture. The outlook is expected to widen inasmuch as job titles are expected to increase by 28, or 12 per cent, over the next five-year period, a development that will make nonfarm agriculture in the Area even more attractive to youth.

Levels of Employment in Nonfarm Agriculture

Management, skilled, and professional levels of employment in order named contained the largest number of workers in all occupational families; followed by unskilled, sales, and semi-skilled. Fewer were employed for sales and technical work. Office workers were not frequently found with a knowledge of agricultural subjects, however, it was surprising to discover a number of firms requiring agricultural knowledge of those serving in office job titles.

Table IV includes total employees required to have agricultural training by levels of employment in the eight occupational families.

TABLE IV

TOTAL EMPLOYEES WITH AGRICULTURAL TRAINING
BY LEVELS OF EMPLOYMENT IN OCCUPATIONAL FAMILIES

Occupational Families	Levels of Employment									
	Prof.	Techn.	Mang.	Superv.	Sales	Office	Skilled	Semi-Skilled	Un-skilled	Total
Farm Machinery Sales and Service	0	0	10	5	8	0	20	4	1	48
Farm Supplies and Equipment	3	2	66	13	41	7	2	1	11	146
Livestock and Poultry	0	2	33	11	12	3	64	4	12	141
Crops, Forestry, & Soil Conservation	42	19	49	7	19	4	40	36	21	237
Ornamental Horticulture	0	0	23	1	0	0	3	0	50	77
Wildlife and Recreation	1	0	0	5	0	0	0	0	0	6
Farm Service	15	22	28	7	13	4	55	15	0	159
Agricultural Service	51	4	10	0	0	24	5	5	0	99
Total	112	49	219	49	93	32	189	65	95	913

Employment at the professional and technical levels was restricted almost entirely to Crops, Forestry, and Soil Conservation; Agricultural Service; and Farm Service. The various job titles under management were well distributed over all occupational families. Skilled workers were concentrated in Farm Machinery and Sales; Livestock and Poultry; Crops, Forestry and Soil Conservation; and Farm Service. The semi-skilled were limited primarily to Crops, Forestry and Soil Conservation; and Farm Service. The unskilled were found in Ornamental Horticulture. These concerns were family owned and operated, with a supporting crew of unskilled workers.

A listing of those employed at the various job levels depicts rather clearly the levels of employment offering the most promise to young people, taking into account ranking according to numbers working at each level:

1) Management
2) Skilled
3) Professional
4) Unskilled
5) Sales
6) Semi-Skilled
7) Supervision
8) Technical
9) Office

Job Entry Age For Nonfarm Agricultural Workers

Age of all employees with agricultural competencies in the 139 establishments was obtained by level of employment for each occupational family. Emphasis was given to minimum and maximum age for job entry in addition to employee age at the time of the survey.

Tables V-1 through V-8 show age averages under each category.

TABLE V-1

AVERAGE PRESENT AGE---AVERAGE MINIMUM AND AVERAGE MAXIMUM AGE OF ENTRY INTO OFF-THE-FARM AGRICULTURE OCCUPATIONS BY OCCUPATIONAL FAMILY AND LEVEL OF EMPLOYMENT

FARM MACHINERY SALES AND SERVICE

Level of Employment	Present	Minimum	Maximum
Professional	0	0	0
Technical	0	0	0
Managerial	33	25	37
Supervisory	37	25	41
Sales	31	25	38
Office	0	0	0
Skilled	35	25	42
Semi-Skilled	25	25	31
Unskilled	45	25	35

TABLE V-2

AVERAGE PRESENT AGE---AVERAGE MINIMUM AND AVERAGE MAXIMUM AGE OF ENTRY INTO OFF-THE-FARM AGRICULTURE OCCUPATIONS BY OCCUPATIONAL FAMILY AND LEVEL OF EMPLOYMENT

FARM SUPPLIES AND EQUIPMENT

Level of Employment	Present	Minimum	Maximum
Professional	35	25	35
Technical	40	28	50
Managerial	37	28	50
Supervisory	32	27	43
Sales	35	25	41
Office	34	25	46
Skilled	35	25	50
Semi-Skilled	25	20	45
Unskilled	38	25	39

TABLE V-3

AVERAGE PRESENT AGE---AVERAGE MINIMUM AND AVERAGE MAXIMUM AGE OF ENTRY INTO OFF-THE-FARM AGRICULTURE OCCUPATIONS BY OCCUPATIONAL FAMILY AND LEVEL OF EMPLOYMENT

LIVESTOCK AND POULTRY

Level of Employment	Present	Minimum	Maximum
Professional	0	0	0
Technical	25	25	35
Managerial	31	29	51
Supervisory	34	28	46
Sales	39	26	53
Office	35	25	45
Skilled	39	25	51
Semi-Skilled	25	25	38
Unskilled	33	25	42

TABLE V-4

AVERAGE PRESENT AGE---AVERAGE MINIMUM AND AVERAGE MAXIMUM AGE OF ENTRY INTO OFF-THE-FARM AGRICULTURE OCCUPATIONS BY OCCUPATIONAL FAMILY AND LEVEL OF EMPLOYMENT

CROPS, FORESTRY, AND SOIL CONSERVATION

Level of Employment	Present	Minimum	Maximum
Professional	26	25	52
Technical	34	32	49
Managerial	35	28	47
Supervisory	34	29	46
Sales	36	25	51
Office	37	25	35
Skilled	36	25	48
Semi-Skilled	33	25	45
Unskilled	28	25	43

TABLE V-5

AVERAGE PRESENT AGE---AVERAGE MINIMUM AND AVERAGE MAXIMUM AGE OF ENTRY INTO OFF-THE-FARM AGRICULTURE OCCUPATIONS BY OCCUPATIONAL FAMILY AND LEVEL OF EMPLOYMENT

ORNAMENTAL HORTICULTURE

Level of Employment	Present	Minimum	Maximum
Professional	0	0	0
Technical	0	0	0
Managerial	36	26	54
Supervisory	0	25	0
Sales	0	0	0
Office	0	0	0
Skilled	25	0	0
Semi-Skilled	0	0	0
Unskilled	32	31	55

TABLE V-6

AVERAGE PRESENT AGE---AVERAGE MINIMUM AND AVERAGE MAXIMUM AGE OF ENTRY INTO OFF-THE-FARM AGRICULTURE OCCUPATIONS BY OCCUPATIONAL FAMILY AND LEVEL OF EMPLOYMENT

WILDLIFE AND RECREATION

Level of Employment	Present	Minimum	Maximum
Professional	0	25	0
Technical	0	0	0
Managerial	0	0	0
Supervisory	0	25	0
Sales	0	0	0
Office	0	0	0
Skilled	0	0	0
Semi-Skilled	0	0	0
Unskilled	0	0	0

TABLE V-7

AVERAGE PRESENT AGE---AVERAGE MINIMUM AND AVERAGE MAXIMUM AGE OF ENTRY INTO OFF-THE-FARM AGRICULTURE OCCUPATIONS BY OCCUPATIONAL FAMILY AND LEVEL OF EMPLOYMENT

FARM SERVICE

Level of Employment	Present	Minimum	Maximum
Professional	34	27	47
Technical	31	25	42
Managerial	37	29	48
Supervisory	38	27	49
Sales	34	25	47
Office	32	25	45
Skilled	33	25	47
Semi-Skilled	34	25	46
Unskilled	0	0	0

TABLE V-8

AVERAGE PRESENT AGE---AVERAGE MINIMUM AND AVERAGE MAXIMUM AGE OF ENTRY INTO OFF-THE-FARM AGRICULTURE OCCUPATIONS BY OCCUPATIONAL FAMILY AND LEVEL OF EMPLOYMENT

AGRICULTURAL SERVICES

Level of Employment	Present	Minimum	Maximum
Professional	29	26	44
Technical	25	25	35
Managerial	30	25	40
Supervisory	0	0	0
Sales	0	0	0
Office	32	25	55
Skilled	40	25	45
Semi-Skilled	25	25	40
Unskilled	0	0	0

There was no discernable trend in age of employees for any specific occupational family or for any particular business or agency. Current ages of all employees ranged around the 35 year average for all occupational families and in all establishments. On the other hand, certain trends were quite apparent when dealing with minimum and maximum ages specified for job entry.

The age considered acceptable for job entry at the various levels "zeroed" in at age 25; while maximum age for job entry was focused upon age 45, regardless of the occupational family. Most employers felt that prospective employees should be young enough to offer at least 20 years of service before retirement, and that few applicants accumulated necessary knowledge and skill in agricultural subjects before age 25.

The minimum age of 25 for first employment would presumably operate against youth completing vocational agriculture programs, whether at the high school or post high school levels. Actually, management indicated willingness to employ at an earlier age providing applicants possessed the necessary knowledge or skill in agricultural subjects. In actual practice it was found that job title applicants generally acquired qualifications by previous work experiences which generally consumed the years between high school graduation and entry in a job having both identity and permanance. Proper training in high school would tend to offset this condition and insure job entry before age 25.

Salaries of Workers Employed in Nonfarm Agriculture

Salaries or wages for all 913 workers were determined for each occupational family according to levels of employment. Tables V1-1 through VI-8 show monthly median salaries under categories "Beginning" and "Maximum". Maximum recorded was $700.00 per month and above; hence, where this figure is shown it can be interpreted to mean a minimum for this bracket.

TABLE VI-1

MEDIAN MONTHLY SALARY OF OCCUPATIONS
OTHER THAN FARMING BY OCCUPATIONAL
FAMILY AND LEVEL OF EMPLOYMENT

FARM MACHINERY SALES AND SERVICE

Level of Employment	Median Monthly Salary		
	Beginning	Present	Maximum
Professional	0	0	0
Technical	0	0	0
Managerial	413.50	0	563.50
Supervisory	451.00	0	617.66
Sales	376.00	0	700.00(& above)
Office	0	0	0
Skilled	280.41	0	416.28
Semi-Skilled	244.75	0	394.75
Unskilled	226.00	0	226.00

TABLE VI-2

MEDIAN MONTHLY SALARY OF OCCUPATIONS
OTHER THAN FARMING BY OCCUPATIONAL
FAMILY AND LEVEL OF EMPLOYMENT

FARM SUPPLIES AND EQUIPMENT

Level of Employment	Median Monthly Salary		
	Beginning	Present	Maximum
Professional	No salary given	0	No salary given
Technical	226.00	0	276.00
Managerial	594.75	0	700.00
Supervisory	401.00	0	538.50
Sales	343.85	0	593.85
Office	247.00	0	326.00
Skilled	278.78	0	446.31
Semi-Skilled	276.00	0	426.00
Unskilled	221.00	0	240.00

TABLE VI-3

MEDIAN MONTHLY SALARY OF OCCUPATIONS
OTHER THAN FARMING BY OCCUPATIONAL
FAMILY AND LEVEL OF EMPLOYMENT

LIVESTOCK AND POULTRY

Level of Employment	Median Monthly Salary		
	Beginning	Present	Maximum
Professional	0	0	0
Technical	501.00	0	700.00(& above)
Managerial	451.00	0	700.00(& above)
Supervisory	413.50	0	544.75
Sales	328.08	0	700.00(& above)
Office	234.34	0	401.00
Skilled	238.50	0	276.00
Semi-Skilled	220.00	0	255.00
Unskilled	201.00	0	251.00

TABLE VI-4

MEDIAN MONTHLY SALARY OF OCCUPATIONS
OTHER THAN FARMING BY OCCUPATIONAL
FAMILY AND LEVEL OF EMPLOYMENT

CROPS, FORESTRY, AND SOIL CONSERVATION

Level of Employment	Median Monthly Salary		
	Beginning	Present	Maximum
Professional	437.36	0	700.00(& above)
Technical	388.50	0	541.62
Managerial	436.00	0	601.00
Supervisory	382.25	0	571.83
Sales	365.58	0	513.50
Office	276.00	0	438.50
Skilled	234.34	0	341.00
Semi-Skilled	201.00	0	301.00
Unskilled	184.34	0	226.00

TABLE VI-5

MEDIAN MONTHLY SALARY OF OCCUPATIONS
OTHER THAN FARMING BY OCCUPATIONAL
FAMILY AND LEVEL OF EMPLOYMENT

ORNAMENTAL HORTICULTURE

Level of Employment	Median Monthly Salary		
	Beginning	Present	Maximum
Professional	0	0	0
Technical	0	0	0
Managerial	216.00	0	294.75
Supervisory	205.00	0	285.00
Sales	0	0	0
Office	0	0	0
Skilled	256.00	0	356.00
Semi-Skilled	0	0	0
Unskilled	177.84	0	190.58

TABLE VI-6

MEDIAN MONTHLY SALARY OF OCCUPATIONS
OTHER THAN FARMING BY OCCUPATIONAL
FAMILY AND LEVEL OF EMPLOYMENT

WILDLIFE AND RECREATION

Level of Employment	Median Monthly Salary		
	Beginning	Present	Maximum
Professional	No salary given	0	No salary given
Technical	0	0	0
Managerial	0	0	0
Supervisory	326.00	0	476.00
Sales	0	0	0
Office	0	0	0
Skilled	0	0	0
Semi-Skilled	0	0	0
Unskilled	0	0	0

TABLE VI-7

MEDIAN MONTHLY SALARY OF OCCUPATIONS
OTHER THAN FARMING BY OCCUPATIONAL
FAMILY AND LEVEL OF EMPLOYMENT

FARM SERVICE OCCUPATIONS

Level of Employment	Median Monthly Salary		
	Beginning	Present	Maximum
Professional	401.00	0	700.00
Technical	327.38	0	516.90
Managerial	562.72	0	700.00
Supervisory	384.34	0	601.00
Sales	333.14	0	692.66
Office	236.00	0	363.50
Skilled	364.75	0	419.75
Semi-Skilled	319.75	0	394.42
Unskilled	0	0	0

TABLE VI-8

MEDIAN MONTHLY SALARY OF OCCUPATIONS
OTHER THAN FARMING BY OCCUPATIONAL
FAMILY AND LEVEL OF EMPLOYMENT

AGRICULTURAL SERVICE

Level of Employment	Median Monthly Salary		
	Beginning	Present	Maximum
Professional	449.08	0	700.00(& above)
Technical	372.42	0	700.00(& above)
Managerial	501.00	0	700.00(& above)
Supervisory	0	0	0
Sales	0	0	0
Office	313.50	0	413.50
Skilled	376.00	0	476.00
Semi-Skilled	201.00	0	301.04
Unskilled	0	0	0

There was a marked tendency among all establishments to pay salaries in keeping with training and responsibilities, starting with a low income level for the unskilled with increments for the semi-skilled and skilled workers and continuing upward through sales, supervision, management, and professional.

Generally, salaries paid workers were consistantly advanced with tenure, except for the unskilled.

Over 40 per cent of the 913 workers were employed at the professional, management and supervisory levels. Professional workers were found in only three occupational families: 1) Crops, Forestry, and Soil Conservation; 2) Farm Service; and 3) Agricultural Service.

Starting salaries for professionals, manager and supervisors ranged around $400.00 per month, while maximum salaries exceeded $700.00.

The total force of workers included relatively few technicans. The 49 workers found were distributed over all occupational families except three: 1) Ornamental Horticulture; 2) Wildlife and Recreation; and 3) Farm Machinery Sales and Service. With the exception of those employed in Farm Supplies and Equipment, technicans were well paid in comparison to other levels including sales and supervisory. Initial rates were slightly under $400.00 per month, but advanced to $700.00 and above with tenure.

Employees engaged in sales were found in two categories: those on a stipulated salary, and those on a salary plus commission. Beginning salaries were about equal for both groups, with those on commission earning much more with tenure.

Skilled workers were found in all occupational families other than Wildlife and Recreation and Ornamental Horticulture. Beginning salaries outside Agricultural and Farm Services were under $300.00 per month but advanced up to $500.00 with tenure. Semi-skilled workers earned from $50.00

to $100.00 per month less than skilled workers, while earnings of the unskilled ranged around the $200.00 figure without appreciable advancement with tenure.

Educational Level Desired of Persons Entering Nonfarm Agricultural Occupations

Table VII gives the educational level desired of those who plan occupations in nonfarm agriculture.

TABLE VII

EDUCATIONAL LEVEL DESIRED FOR PERSONS ENTERING AGRICULTURAL OCCUPATIONS OTHER THAN FARMING

Occupational Family	Number of Employees					
	Less Than H.S.	H.S. Graduate	Post H.S. Technical Education	Some College	College Degree	No Preference
Farm Machinery Sales & Service	1	26	1	18	2	0
Farm Supplies and Equipment	4	73	9	34	26	0
Livestock and Poultry	12	107	2	13	7	0
Crops, Forestry, and Soil Conservation	30	115	0	29	63	0
Ornamental Horticulture	8	51	0	17	1	0
Wildlife and Recreation	0	5	0	0	1	0
Farm Service	14	68	8	48	21	0
Agricultural Service	1	26	9	3	60	0
Total	70	471	29	162	181	0

Students planning careers in nonfarm agriculture were expected to complete high school--at least a third of them must attend or graduate from college. Insofar as the 139 establishments contacted were concerned, this segment of the Alexandria-Pineville economy had no place for those not completing high school--only seven per cent of the employees found would be

replaced by persons with less than a high school education when vacancies occurred.

Emphasis upon college training was significant. While total number of employees with agricultural competencies was 913; only 112 were classified at the professional level. Still employers indicated a preference of college training for 343, or 37 per cent, of all employees without regard to level of employment. In fact, the number of employers preferring college training compared favorably with those willing to accept workers with a high school education. By way of comparison, much less concern was expressed about qualifications earned from post high school technical programs.

The preference by employers for formally educated workers was not only general, but applied to all occupational families. One family, Agricultural Service, required more college graduates than all other employees combined.

In comments made aside from supplying information requested by interviewers, a number of employers expressed distress over the lack of youth applying for jobs--that those applying had little training in how to present themselves and had even less knowledge about the business or job under consideration.

The insistence of employers upon formal education for employees, supplemented with vocational training leading to job entry, was apparent throughout the survey. Actually, it was found that nonfarm agriculture was "hungry" for well trained young employees who had growth potential.

Residential Background Preferred For New Employees in Nonfarm Agriculture

Generally, it has been assumed that employers in nonfarm agriculture employ workers who were farm reared. This was not factual in the Alexandria-Pineville area, although 40 per cent of the employees would be replaced by new workers with a farm background.

Table VIII indicates by occupational family the kind of background desired for agricultural workers.

TABLE VIII

RESIDENTIAL BACKGROUND PREFERRED FOR NEW EMPLOYEES

Occupational Family	Farm		Rural Nonfarm		Urban		No Preference	
	No.	Per Cent	No.	Per Cent	No.	Per Cent	No.	Per Cent
Farm Machinery Sales and Service	40	83.0	0	0.0	0	0.0	8	17.0
Farm Supplies and Equipment	45	31.0	0	0.0	15	10.0	86	59.0
Livestock and Poultry	56	40.0	0	0.0	4	3.0	81	57.0
Crops, Forestry, and Soil Conservation	54	23.0	7	3.0	0	0.0	176	74.0
Ornamental Horticulture	73	95.0	0	0.0	0	0.0	4	5.0
Wildlife and Recreation	6	100.0	0	0.0	0	0.0	0	0.0
Farm Service	53	33.0	8	5.0	0	0.0	98	62.0
Agricultural Service	41	41.0	11	11.0	0	0.0	47	48.0
Total	368		26		19		500	

Occupational families differed in residential background desired of employees, ranging from a low of less than one-fourth of the workers in Crops, Forestry, and Soil Conservation to a high of 100 per cent in Wildlife and Recreation, that would be replaced by those with a farm background.

The fact that over 50 per cent of the employees would be replaced with persons without a farm background, was tempered with evidence to show that employers actually seeking workers with an urban or nonfarm background were relatively few in comparison to the number specifying the farm as the kind of residential background considered most desirable in new employees.

Farm Experience Preferred of New Employees

Farm experience gained on the commercial farm took precedence over

that obtained on the noncommercial farm, where farm experience is a factor favorably influencing job entry in nonfarm agriculture. Table IX gives evidence to confirm this generalization.

TABLE IX

FARM EXPERIENCE PREFERRED FOR NEW EMPLOYEES

Occupational Family	Farm: Commercial No.	Commercial Per Cent	Noncommercial No.	Noncommercial Per Cent	No Preference No.	No Preference Per Cent
Farm Machinery Sales and Service	40	100.0	0	0.0	0	0.0
Farm Supplies and Equipment	37	82.0	5	11.0	3	7.0
Livestock and Poultry	49	88.0	0	0.0	7	12.0
Crops, Forestry, and Soil Conservation	30	56.0	3	6.0	21	38.0
Ornamental Horticulture	68	93.0	0	0.0	5	7.0
Wildlife and Recreation	0	0.0	0	0.0	6	100.0
Farm Service	21	40.0	32	60.0	0	0.0
Agricultural Service	4	10.0	6	15.0	31	75.0
Total	249		46		73	

Employers were interested in their workers having a background of farm experience to the extent that at least 40 per cent of the total employees would eventually be replaced by only those with farm experience and primarily, with experience gained on a commercial farm.

Agricultural Subjects in Which Prospective Workers Must Have Knowledge or Skill

To determine job requirements in terms of knowledge and skill in agricultural subjects was a major objective of the survey, for any adjustments in training programs must be made to conform with qualifications demanded of youth when applying for jobs in any one of the occupational families

general agreement that while most workers in nonfarm agriculture need a broad agricultural background, including office workers in many instances, some degree of specialization had to be acquired either by training or experience for jobs at all levels except the unskilled. Programs in vocational agriculture must be redesigned to cover this need if graduates are to be prepared to find satisfactory employment in nonfarm agriculture.

TABLE X-1

AGRICULTURAL AREAS IN FARM MACHINERY SALES AND SERVICE WITH WHICH EMPLOYEES MUST BE FAMILIAR

Level of Employment	No.	Agricultural Subject Area (Employee Frequencies)			
		Animal Science	Plant Science	Agri. Bus. Mangt. and Marketing	Agri. Mech. and Automotion
Professional	0	0	0	0	0
Technical	0	0	0	0	0
Managerial	10	6	8	9	10
Supervisory	5	2	2	4	5
Sales	8	2	4	6	8
Office	0	0	0	0	0
Skilled	20	9	9	0	20
Semi-Skilled	4	4	4	4	4
Unskilled	1	0	1	0	1
Total	48				

TABLE X-2

AGRICULTURAL AREAS IN FARM SUPPLIES AND EQUIPMENT
WITH WHICH EMPLOYEES MUST BE FAMILIAR

Level of Employment	No.	Agricultural Subject Area (Employee Frequencies)			
		Animal Science	Plant Science	Agri. Bus. Mangt. and Marketing	Agri. Mech. and Automotion
Professional	3	0	3	3	3
Technical	2	0	2	1	1
Managerial	66	36	55	55	50
Supervisory	13	3	13	15	13
Sales	41	25	23	25	16
Office	7	4	4	7	2
Skilled	2	2	2	1	2
Semi-Skilled	1	0	1	0	0
Unskilled	11	4	5	1	9
Total	146				

TABLE X-3

AGRICULTURAL AREA IN LIVESTOCK AND POULTRY
WITH WHICH EMPLOYEES MUST BE FAMILIAR

Level of Employment	No.	Agricultural Subject Area (Employee Frequencies)			
		Animal Science	Plant Science	Agri. Bus. Mangt. and Marketing	Agri. Mech. and Automotion
Professional	0	0	0	0	0
Technical	2	6	0	0	0
Managerial	33	33	11	32	19
Supervisory	11	11	4	10	11
Sales	12	12	5	12	0
Office	3	0	0	3	0
Skilled	64	63	0	1	1
Semi-Skilled	4	4	0	0	0
Unskilled	12	12	0	2	6
Total	141				

TABLE X-4

AGRICULTURAL AREAS IN CROPS, FORESTRY, AND SOIL CONSERVATION
WITH WHICH EMPLOYEES MUST BE FAMILIAR

Level of Employment	No.	Agricultural Subject Area (Employee Frequencies)			
		Animal Science	Plant Science	Agri. Bus. Mangt. and Marketing	Agri. Mech. and Automotion
Professional	42	13	42	33	28
Technical	19	0	19	15	10
Managerial	49	27	49	31	20
Supervisory	7	4	1	0	7
Sales	19	8	19	11	10
Office	4	1	1	1	0
Skilled	40	0	15	11	25
Semi-Skilled	36	14	34	0	9
Unskilled	21	0	17	0	4
Total	237				

TABLE X-5

AGRICULTURAL AREAS IN ORNAMENTAL HORTICULTURE
WITH WHICH EMPLOYEES MUST BE FAMILIAR

Level of Employment	No.	Agricultural Subject Area (Employee Frequencies)			
		Animal Science	Plant Science	Agri. Bus. Mangt. and Marketing	Agri. Mech. and Automotion
Professional	0	0	0	0	0
Technical	0	0	0	0	0
Managerial	23	2	23	23	22
Supervisory	1	0	1	0	0
Sales	0	0	0	0	0
Office	0	0	0	0	0
Skilled	3	0	3	0	0
Semi-Skilled	0	0	0	0	0
Unskilled	50	0	50	1	44
Total	77				

TABLE X-6

AGRICULTURAL AREAS IN WILDLIFE AND RECREATION
WITH WHICH EMPLOYEES MUST BE FAMILIAR

Level of Employment	No.	Agricultural Subject Area (Employee Frequencies)			
		Animal Science	Plant Science	Agri. Bus. Mangt. and Marketing	Agri. Mech. and Automotion
Professional	1	1	1	1	1
Technical	0	0	0	0	0
Managerial	0	0	0	0	0
Supervisory	5	5	5	5	5
Sales	0	0	0	0	0
Office	0	0	0	0	0
Skilled	0	0	0	0	0
Semi-Skilled	0	0	0	0	0
Unskilled	0	0	0	0	0
Total	6				

TABLE X-7

AGRICULTURAL AREAS IN FARM SERVICE
WITH WHICH EMPLOYEES MUST BE FAMILIAR

Level of Employment	No.	Agricultural Subject Area (Employee Frequencies)			
		Animal Science	Plant Science	Agri. Bus. Mangt. and Marketing	Agri. Mech. and Automotion
Professional	15	11	11	10	9
Technical	22	22	17	7	12
Managerial	28	23	22	25	21
Supervisory	7	3	2	5	3
Sales	13	5	6	9	8
Office	4	2	2	4	2
Skilled	55	32	20	26	53
Semi-Skilled	15	3	1	1	8
Unskilled	0	0	0	0	0
Total	159				

TABLE X-8

AGRICULTURAL AREAS IN AGRICULTURAL SERVICE
WITH WHICH EMPLOYEES MUST BE FAMILIAR

Level of Employment	No.	Agricultural Subject Area (Employee Frequencies)			
		Animal Science	Plant Science	Agri. Bus. Mangt. and Marketing	Agri. Mech. and Automotion
Professional	51	30	36	44	47
Technical	4	0	4	4	4
Managerial	10	8	7	9	9
Supervisory	0	0	0	0	0
Sales	0	0	0	0	0
Office	24	1	7	24	14
Skilled	5	0	1	2	5
Semi-Skilled	5	5	0	0	1
Unskilled	0	0	0	0	0
Total	99				

Continuing Education Required of Employees with Educational Facilities Used

Employers were asked to describe in-service training expected of employees to advance on the job, designating educational facilities used or provided for such training.

Table XI shows by occupational family workers who had or were enrolled in programs designed for upgrading on the job; also, the kind of educational facilities used.

TABLE XI

CONTINUING EDUCATION REQUIRED OF
EMPLOYEES AND EDUCATIONAL FACILITIES USED

Occupational Family	Number of Employees	Number of Employees (Frequency) Firm or Industry School	On-the Job Training	Pub.Sch. Adult Educ.	Vocational School	Agri. Col.	None
Farm Machinery Sales and Service	48	26	15	0	0	0	0
Farm Supplies and Equipment	146	90	53	3	30	12	23
Livestock and Poultry	141	23	76	0	2	4	55
Crops, Forestry, & Soil Conservation	237	19	139	0	14	28	41
Ornamental Horticulture	77	1	1	0	0	0	75
Wildlife and Recreation	6	0	0	0	0	0	6
Farm Service	159	40	103	0	6	4	41
Agricultural Service	99	23	92	0	2	4	3
Total	913	222	479	3	54	52	263

More than two-thirds of all employees participated in one or more educational programs designed for advancing in job title or upgrading on the job held at the time.

Training on the job was the most common practice of upgrading employees: firm or industry schools were provided by practically all occupational families, but little or no use was made of public school facilities, although in a few instances both vocational schools and colleges were used for giving special instruction to a particular group of employees.

The rather general desire of employers to have workers upgraded offers an opportunity for adult instruction, either at the high school or post-high school levels.

SUMMARY, CONCLUSIONS, AND RECOMMENDATIONS

The scope of vocational agriculture in the schools of Central Louisiana must be broadened, if rural boys are to be prepared for the productive life reflected by the jobs found in Alexandria-Pineville nonfarm agriculture - a vital and growing segment of the Area's economy.

Vocational Agriculture can not be "all things to all people". Neither can it's leadership forget that continuing emphasis on farmer training is essential to life in the Area. Yet there has been too long a recess in training programs for rural youth, particularly the farm boy. Far too many of them need stimulation and guidance--they need the instruction required to develop the ability for adapting to the world in which they will live.

For a long time now, there has been a transition in agriculture from the farm to the urban areas, along with people. Agriculture has come to encompass much more than farming as it was known a few decades ago. Presently, new segments of agriculture take shape in the form of businesses marketing farm products; supplying farm power to farmers; manufacturing insecticides and pesticides; plus a multitude of others giving services to both farmers and consumers.

In short, the agricultural pattern is experiencing drastic but challenging changes, a development that should be known to all citizens, especially educators who alone are in a position to modify school programs to meet such challenges.

The problem of the moment is to marshall enough facts to open the eyes of educators, parents, and farm boys to the great occupational opportunities in agriculture, particularly those available in nonfarm agriculture where jobs outnumber those on the farm.

Summary

Ample proof of occupational opportunities for the agriculturally trained was assembled from businesses and agencies taking part in the Alexandria-Pineville survey. Information gathered showed conclusively that youth with the right kind of educational services could effect job entry, and since instruction in agriculture is the only vocational training offered to boys in the high schools of Central Louisiana, graduates who desire to stay in agriculture but are unable to farm must look to an enlightened segment of the high school to prepare them for nonfarm agriculture.

The size and diversity of the Alexandria-Pineville agricultural complex, together with workers employed and the work to be done, demands a steady supply of well-trained people with formal agricultural training.

This study was designed to glean information considered necessary to guide educators in the Area towards modifying agricultural instruction at the high school level to meet Alexandria-Pineville employer needs for agriculturally trained workers. It's primary objectives were: 1) to determine numbers of employees in all agricultural businesses and agencies, and to identify job titles; 2) to determine the agricultural competencies required for job entry; and 3) to determine special characteristics of job titles, taking into account salary, age, farm experience, and a description of work performed.

Findings are summarized below:

1) There were 139 agricultural businesses and agencies making up the Alexandria-Pineville agricultural complex, employing 3,048 workers, of which 913 were required to have knowledge and skill in agricultural subjects.

2) The 913 workers held a total of 224 different job titles--five

years hence the number of employees will increase to 975, while identifiable job titles will increase to 252.

3) There was no recognizable pattern of product or service provided by nonfarm agriculture, except that emphasis was given to farm and agricultural services, which is in conformance with nation-wide trends.

4) The diversity and scope of the agricultural complex was sufficient to have businesses and agencies in all occupational families, with employees in numbers at all occupational levels, ranging from low level to professional skills.

5) Employees at the management, skilled, and professional levels were in greatest numbers, with fewer in the unskilled, sales, semi-skilled, supervision, technical, and office occupations.

6) There was a definite trend in all establishments to fix minimum and maximum age for job entry: a minimum of age 25 for entry and a maximum of age 45. Age 25 was preferred for job entry largely because of the lack of younger persons applying for work with qualifications desired, while maximum age 45 was indicated as being low enough to obtain at least 20 years of service from the employee.

7) Commensurable salaries were paid according to levels of employment, with workers at the professional, managerial, supervisory, skilled, and sales levels drawing higher salaries. Provisions were made for salary increments with tenure, except for the unskilled.

8) Replacement of workers was limited almost entirely to applicants with a high school or college education, except for the unskilled. More than one-third of the workers will be replaced when vacancies

occur from applicants having a college degree or at least an appreciable amount of successful college experience.

9) Employees with agricultural knowledge and skill in 40 per cent of the cases would be replaced by persons having a farm residential background, preferably a commercial farm. Although the majority of employers expressed no preference as to the kind of residential background required of prospective employees, they still did not indicate a preference for the urban reared or those with a rural nonfarm background.

10) A similar pattern was followed by all businesses and agencies in specifying the areas of subject matter in agriculture required of employees at the different employment levels. Workers in management, supervision, and sales were expected to have broad agricultural experience and training extending over all subject matter areas; while workers at the professional, technical and skilled levels were required to have specialized training in a specific area or a component of an area, since a special kind of service was performed.

11) There were little or no limitations on entering the various job titles found in all occupational families, except where a college degree was required for a recognized profession. A few of the agricultural agencies were under Civil Service regulations governing job entry; also, a few businesses had contracts with labor unions, but no labor law restrictions were described as effecting job entry.

12) Nonfarm agriculture in Alexandria-Pineville was expected to grow according to plans projected by establishments for the next five

year period--job titles will be increased, while numbers of employees with agricultural competencies will advance.

13) Comments expressed by employers to interviewers showed concern about qualifications of high school graduates applying for work, even those completing vocational agriculture. There was general agreement indicating a need for more comprehensive vocational education immediately prior to employment or in the early stages of employment.

14) Employers provided for continuing education of their workers, using company and firm schools and on-the-job training as the most common means of effecting such training. Adult education programs, post-secondary school courses, and colleges were infrequently used.

Conclusions

The Alexandria-Pineville survey revealed quite clearly the tremendous scope of nonfarm agriculture in the twin cities, evidenced by the number of businesses and agencies it contained, the number of employees in comparison to all workers, and the great host of agricultural services performed.

The dimensions of the agricultural complex not only makes available numerous and varied occupational opportunities to youth of the Area, but also warrants a continuous supply of well educated prospective workers trained in the several aspects of agricultural business and industry.

It is not enough to equip farmers with the best advice--the best tools available--and the best education, and not extend the same kind of service to those engaged in nonfarm agriculture. The interrelationship between farmer and his counterpart in the city is such that neither can survive without the other--both require the best educational services, if they are to advance

in service to each other and to the public.

The magnitude of nonfarm agriculture gives emphasis to the importance of providing workers with the very best possible educational advantages, taking into account both the need for pre-employment training and giving continuing education throughout the workers' careers.

The initial effort to assemble the resources required to cover these needs must begin with the high school, supplemented with similar action at the post-high school and college levels. Acceptance of this premise calls for an unprecedented adjustment in the aim of vocational agriculture: "...preparation for efficiency in farming operations..." to "...fitting youth and adults for gainful employment in agricultural occupations...".

Conclusions drawn from the Alexandria-Pineville study may well serve as a guide to educators in the Area towards stretching the dimensions of vocational agriculture to meet the needs of youth who are interested in preparing for nonfarm agricultural occupations, available in the twin cities or in a more distant urban center. Some of the more pertinent conclusions are:

1) Businesses and agencies engaged in handling agricultural production, plus those giving services to farmers, constitute a major segment of the economy---they employ a substantial number of employees who must have knowledge and skill in agricultural subjects, not only to perform necessary services, but to advance on the job.

2) Establishments making up the Alexandria-Pineville Agricultural complex represent practically all aspects of nonfarm agriculture and contain a whole catalogue of job titles, ranging from the semi-skilled to highly specialized and professional services.

3) The greater proportions of professional, managerial, supervisory, and skilled employees found in all establishments show a decreasing need for semi-skilled and unskilled workers, while proportions of businesses and agencies engaged in providing services show an increasing need for workers trained in service and operative jobs.

4) Prospective workers, largely because of the lack of earlier training, are more apt to be employed at an age ranging from 25 to 45, which permits employees to accumulate necessary skill and knowledge required for job entry and offers the employer at least 20 years of service. The job entry age would be lowered if a training program was in effect.

5) Salaries are commensurate with training and responsibility and increase with tenure, except for the unskilled. Without exception, definite knowledge and skill in agricultural subjects was required by all job titles, with advancement geared to continuing education provided chiefly by firm and industry schools or on-the-job training.

6) Prospective workers must complete at least a high school education. In a ratio of one to three, they must have college training.

7) Farm reared workers are preferred but this is not a requirement for job entry: knowledge and skill in agricultural subjects obtained prior to job entry is considered more important.

8) Nonfarm agriculture in Alexandria-Pineville offers a wide range of occupational opportunities to youth at fair pay. It is hungry for well trained young men who are broadly educated and equipped to perform a great variety of agricultural services. It's dimensions are of sufficient size to offer a continuing challenge to

educators of the Area especially those interested in vocational agriculture.

Recommendations

Training in vocational agriculture should reflect the changes in the occupational needs of workers in the whole field of agriculture and at the same time be in accord with educational needs common to all workers.

In agriculture the growing employment market is in the companies and agencies that serve the consumer, including the farmer himself. Census figures show a decline in numbers of farmers, yet no other industry matches agricultural business in the number and variety of jobs offered---it employs one out of every three persons, being the nation's biggest business. No other business has brighter prospects for youth.

Farming is only a part of the picture--nonfarm agriculture completes the picture. The Alexandria-Pineville story is repeated throughout the country; telling youth, their parents, and educators of the continuing educational challenges offered by agriculture.

Employers in Alexandria-Pineville indicated quite pointedly that if extended and expanded programs in vocational agriculture were available they would be patronized, and that certain programs not presently being provided are urgently needed. It was their opinion, stated in response to problems confronted with employees, that educational programs should encompass the breadth of occupations found within nonfarm agriculture.

How to plan and implement new programs of vocational agriculture to prepare students for more different kinds of jobs poses a monumental problem to educators. Based upon results of the Alexandria-Pineville survey, a few recommendations are offered for consideration.

1) Counselors, teachers, students, and parents should be acquainted

with the growth of agriculture--all must understand the inter-relationship between the farmer and his urban cousin--the person engaged in an agricultural business or agency.

2) Counselors, teachers, parents, and all others concerned should be alerted to the number and variety of jobs in the Alexandria-Pineville agricultural complex, with students exploring jobs at the various levels in the different occupational families with a view to making a determination as to the job or occupational family offering the greatest possibility according to their capabilities.

3) Interested students can profitably pursue investigations designed to acquaint them with the requirements of the different occupational families or specific job titles, leading to becoming knowledgeable in how to apply for a job in a particular kind of business and agency.

4) Educators, in developing plans for broadening vocational agriculture, can profit by the experiences of employers in nonfarm agriculture who successfully provide training programs to advance their workers, using teaching content as a guide for selecting subject matter to cover in pre-employment training.

5) Educators may consider accepting responsibility for assembling resources required by nonfarm agriculture for upgrading workers on the job who need additional agricultural knowledge or skill to stay on the job, or advance in job title. Post-high school training may also be extended to youth out of school who look to job entry for the first time.

6) The most functional job training is considered to be that offered

immediately prior to job entry; hence, the more general training in agricultural subjects should be presented in the first one-half of the high school program, with more specialized job training offered during the latter portion of the training period. Most all job titles identified require basic knowledge and skill in plant sciences, animal sciences, management and mechanics, with additional or more specialized training in one subject or a component part of a subject.

Educators must continually consult employers in nonfarm agriculture before making final determinations defining pre-employment training acceptable for satisfactory job entry.

APPENDIX A

NONFARM AGRICULTURAL BUSINESSES AND AGENCIES COOPERATING IN THE SURVEY

Scott-Rabalias International, Inc.
Shadow, P. A. Jr., Tractor Co.
Andries Tractor & Equipment
Voelker, E. S. Co., Inc.
Swanson Dairy Farm (Surge)
Sears Roebuck & Co.
Morgan & Lindsey Co.
Cade Export Co., Inc.
Rapides Drug Co. Ltd.
Arkansas Oak Flooring Co.
Morgan & Lindsey Co.
Carroll Lumber Co., Inc.
Central Lumber Co.
Alexandria Seed Co., Inc.
Louisiana Agricultural Cooperatives
Blake, Robert E. Hardwoods, Inc.
Hodges Feed & Supply Co.
Louisiana Limestone Distributor
Tarver, Hugh C. Jr., & Associates
Petrus Feedmill
Lone Star Feed Mill
Roy O. Martin Lumber Co., Inc.
Bayou Roberts, Coop., Inc.
Red Barn Chemical Co.
Eldridge, G. W. Jr., Lumber Co.
Standard Lumber Co.
Lewis Vernon Lumber Co.
Roberts, N. O. Lumber Co.
Louisiana Seed Co., Inc.
Kellogg, L. O. Lumber Co., Inc.
Alexandria Fence Co.
Louisiana Wholesale Distributors
DeSelle, L. E. & Co., Inc.
Richey Bros. Lumber & Supply, Inc.
Pineville Seed & Feed Store
Couvillion, H. L., Building Materials
Hill-Harris & Co.
Tioga Building Supply
Handy Man Stores
Palfrey, Henry W., Inc.
Jones, J. R. & Sons
Kress, S. H. & Co.
Montgomery Ward & Co.
Miller's Hardware & Saw Co.
Louisiana Wildlife & Fisheries Commission
Hayes Manufacturing Co.
Central Louisiana Electric Co., Inc.
Bruce Terminex Service
Adams Pest Control, Inc.

Chambees, James N.
Carbo Foundry & Machine Co.
Orkin Exterminating Co., Inc.
White, Charles N. Realtor-Builder
Ruston Foundry & Machine Shop
Central Culvert Corporation
Ready Mix Concrete Co., Kojis, R. J.
Wolf & Wasson, Real Estate & Builders
Brown, Joe D.
Hathorn Manufacturing Co.
Semple Machine Shop
Alexandria Flying Service
Webb, W. C.
Alexandria Welding & Press Co.
Louisiana Division of Milk Testing
Central Louisiana Artificial Breeding Circuit
Rapides Farm Bureau
Plant Pest Control Division (USDA)
Green, Earl D. Water Well
Water Shed Conservation Office
Agricultural Stabilization & Conservation Service
Soil Conservation Service
Ellzy, W. P., Agriculture Teacher
Rodriquez, Dr. E. F., Veterinarian
Burton, H. A., Veterinarian
Paige Veterinarian Hospital
Vocational Rehabilitation
Alexandria Animal Clinic
Louisiana Dept. of Agri. State Mkt. Commission
Hester, L. O., Agriculture Teacher
State Agricultural Dept.
Security National Bank
Guaranty Bank & Trust Co.
Rapides Bank & Trust Co.
Chandler, Neil R., Wholesale Lumber
Pineville Lumber Co.
Petrus Feed & Seed Store
Williams Nursery
Henry, L. B., Plumbing & Well Drilling
Blair, C. R. Laboratory
Farmers Home Administration
State Farm Insurance
Gehr, M. C.
Hodges, W. H. & Co., Inc.
J. M. Poultry Packing Co., Inc.
Magnolia Park Farm & Produce Co.
Red River Egg Co., Inc.
The Borden Co.
Armour & Co.
Rapides Packing Co.
Duncan, W. A.
Texada-Bailey Co., Inc.
Red River Egg Co., Inc.
College Park Grocery
Cudahy Packing Plant

Walker Farms
Mid-West Dairy Products
Louisiana Poultry By-Products Company
Cash Poultry & Egg Co.
Arthur Lacy Barn
Dominiques Livestock Auction
Swift & Co.
International Paper Co.
Clayton Anderson Cotton Co.
Cotton Growers Gin Co., Inc.
Independent Gin & Mill
Colfax Creosoting Co.
Cotton Division - Agri. Market Service (USDA)
Southern Forestry Experiment Station
Daminco's Fruit Stand
Cobb, Howell C.
Jacks
Ralph's Fruit Market
Forest Service
Earnhard Tree Surgeon
Alexandria Fruit Co.
Louisiana Forestry Commission
Red River Cotton Products Co.
Young, Robert E., Nursery
Adams Nursery
Blum, Fred E. & Son Nursery
E & E Nursery
Chamberlain's Nursery
Harold Poole Nursery
Richards Nursery
Purkey Nursery & Landscape Service
Poole Bros. Nursery
Alexandria Tomato & Produce Co.
John Boogaerts
Haley's Nursery

APPENDIX B

PERSONS CONDUCTING INTERVIEWS TO OBTAIN SURVEY DATA

Mr. Steven Carter, 2008 Shannow Road, Alexandria, La.

Mr. Edwin Gayle Dean, Jr., 413 Avoyelles Dr., Alexandria, La.

Mr. Raymond Adam Guidry, 1952 1/2 Monroe St., Alexandria, La.

Mr. Jess Willard Lundy, Box 444, Colfax, La.

Mrs. Mary R. McPherson, Rt. 1, Box 102, Pineville, La.

Mr. Sidney M. Wayne, 202 Reagan St., Pineville, La.

APPENDIX C

Louisiana State University
College of Agriculture
Department of Agricultural Education
Baton Rouge, Louisiana

Interviewer_____

Date of Interview_____

CONFIDENTIAL

Pre-Employment and Continuing Educational Needs of Persons Engaged in Off-The-Farm Agricultural Occupations in Selected Areas of Louisiana

Form I

I. Business or Service (Business Code_____) (Firm Number_____)

A. Name of Business or Service_____

Address_____Parish_____

B. Person Interviewed_____

Position_____

C. Estimated per cent gross income that is agriculturally oriented____

D. Major agricultural products and/or functions of business or service

_____

_____

_____

II. Employees in this Business or Service -- (Total Number)_____

A. For employees needing competencies in agriculture, complete the following:

Existing Job Titles	Number of Employees Full-Time	Part-Time	Five Years
1. _____	_____	_____	_____
2. _____	_____	_____	_____
3. _____	_____	_____	_____
4. _____	_____	_____	_____
5. _____	_____	_____	_____
6. _____	_____	_____	_____
7. _____	_____	_____	_____
8. _____	_____	_____	_____

Form I (Cont'd)

	Anticipated New Job Titles	Full-Time	Part-Time	Five Years
1.	_____	_____	_____	_____
2.	_____	_____	_____	_____

Fill out a separate Form 2 for each job title listed above.

Louisiana State University
College of Agriculture
Department of Agricultural Education
Baton Rouge, Louisiana

Interviewer_____

Date of Interview_____

CONFIDENTIAL

Pre-Employment and Continuing Educational Needs of Persons Engaged in Off-The-Farm Agricultural Occupations in Selected Areas of Louisiana

Form II

I. Name and Address of Firm_____

_____

II. Job Title_____

III. Number of workers in this job title_____

Full-time_____ Part-time_____

Average Age_____ Min. for Entry_____ Max. for Entry_____

IV. Wage or Salary per Month: (Beginning - Maximum - Present)

_____ 150 - 200	_____ 301 - 350	_____ 451 - 500	_____ 601 - 650
_____ 201 - 250	_____ 351 - 400	_____ 501 - 550	_____ 651 - 700
_____ 251 - 300	_____ 401 - 450	_____ 551 - 600	_____ 700 and above.

V. Activities and Duties of Persons with this Job Title_____

_____

_____

_____

_____

VI. Agricultural Areas with which Worker must be Familiar to do Job:

Animal Science

Necessary	Desirable	Not Necessary	
_____	_____	_____	1. Breeding Farm Animals
_____	_____	_____	2. Livestock Feeding and Nutrition
_____	_____	_____	3. Sanitation, Disease and Parasite Control

VI. Agricultural Areas with which Worker must be Familiar to do Job: (Cont'd.)

Animal Science (Cont'd.)

Necessary	Desirable	Not Necessary		
_____	_____	_____	4.	Housing and Equipment
_____	_____	_____	5.	Management
_____	_____	_____	6.	The Dairy Manufacturing Industry
_____	_____	_____	7.	Processing
				_____ Packing Plants _____ Creameries _____ Poultry Processing _____ Butchering
_____	_____	_____	8.	Marketing
				_____ Packing Plants _____ Creameries _____ Poultry Processing Plants _____ Livestock Auctions

Plant Science

_____	_____	_____	1.	Propagation
_____	_____	_____	2.	Soils and Fertilization
_____	_____	_____	3.	Control of insects_____diseases_____ weeds_____
_____	_____	_____	4.	Management
_____	_____	_____	5.	Production of Ornamental Plants
_____	_____	_____	6.	Landscaping
_____	_____	_____	7.	Ginning
_____	_____	_____	8.	Warehousing
_____	_____	_____	9.	Processing (food, seed, grain, etc.)
_____	_____	_____	10.	Marketing
_____	_____	_____	11.	Forestry
				_____ Establishing a Stand _____ Hardwood Control _____ Fire Control

VI. Agricultural Areas with which Worker must be Familiar to do Job: (Cont'd.)

Plant Science (Cont'd.)

_____Estimating and Grading
_____Disease Control
_____Insect Control
_____Harvesting
_____Marketing
_____Manufacturing
_____Pulp Wood

Agricultural Business Management and Marketing

Necessary	Desirable	Not Necessary		
_____	_____	_____	1.	Records and Accounts, Budgeting and Analysis
_____	_____	_____	2.	Agricultural Financing, Credit and Insurance
_____	_____	_____	3.	Farm Organization and Management
_____	_____	_____	4.	Labor Management
_____	_____	_____	5.	Marketing Problems and Practices
_____	_____	_____	6.	Agricultural Policy
_____	_____	_____	7.	Agricultural and Related Price Analysis
_____	_____	_____	8.	Cooperatives and Business Organizations

Agricultural Mechanics and Automation

_____	_____	_____	1.	Farm Power and Machinery
_____	_____	_____	2.	Farm Buildings and Conveniences
_____	_____	_____	3.	Farm Electrification and Processing
_____	_____	_____	4.	Soil and Water Conservation
_____	_____	_____	5.	Farm Shop (Welding, Plumbing, etc.)
_____	_____	_____	6.	Farm Construction and Maintenance

List other agricultural competencies that are needed for this job title

_____

_____

_____

VII. Education Level Desired for Job Titles (Check only one)

_____ 1. Less than High School Graduate

_____ 2. High School Graduate

_____ 3. Post High School Technical Education

_____ 4. Some College

_____ 5. College Degree

_____Baccalaureate _____Master's _____Doctorate

_____ 6. No Preference

VIII. Residential Background (Check only one)

1. Farm_____ 2. Rural, Nonfarm_____ 3. Urban_____ 4. No Preference_____

IX. Farm Experience

_____ 1. On a commercial farm

_____ 2. On a noncommercial farm

_____ 3. No Preference

X. Experience Desired to Enter this Job Title_____

_____

_____

XI. Limitations on Entering this Job Title

A. Licensing or Certification

_____ 1. Professional

_____ 2. Industrial

_____ 3. Civil Service

_____ 4. Other (specify) _____

_____

B. Labor Law Restrictions _____

_____

C. Labor Union Restrictions _____

_____

XI. Limitations on Entering this Job Title (Cont'd.)

D. Other (specify) _____

_____

XII. Education Required to Advance in this Job Title

A. Technical short course or training provided by:

_____ 1. Your firm or the industry as a whole

_____ 2. On-the-job training

_____ 3. Public school (adult education)

_____ 4. A vocational school

_____ 5. An agricultural college

_____ 6. None